

EVGENII SUBBOTIN

SAFe Release Train Engineer | Agile Delivery Lead | Multi-ART Program Facilitator
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PROFESSIONAL SUMMARY

Certified SAFe 6 Release Train Engineer and Agile Delivery Lead with 20 years in IT, bringing hands-on experience facilitating 9 complete PI Planning cycles across up to 3 simultaneous ARTs with 8 teams and 60+ FTE. Combines deep SAFe expertise - ART design, dependency management, risk ROAM, EBM metrics, Business Owner engagement - with strong engineering roots in QA architecture and test automation, enabling credible technical leadership at every PI ceremony and delivery conversation.

Proven track record of measurable ART-level outcomes: PI Predictability sustained at 85%+ (SAFe benchmark 80%), 20-30% delivery speed improvement within 2 PIs, 25% increase in delivery predictability, and 30% reduction in impediment resolution time. Skilled Agile coach and people leader: founded EPAM Spain Agile Unit, coached 14 teams, managed 40+ promotion cycles, and ran SM archetype assessments. Comfortable with C-level stakeholder management, OKR alignment, budget oversight up to \$100k/month, and multi-timezone distributed team coordination.

CORE COMPETENCIES

SAFe & ART Facilitation

SAFe 6 Agilist (certified), Multi-ART coordination (3 ARTs, 8 teams, 60+ FTE), PI Planning facilitation (9 full cycles), ART Sync & Scrum of Scrums, Risk ROAM & inter-ART dependency management, ART backlog prioritisation, EBM metrics framework, Business Owner engagement, PI Predictability 85%+

Agile Coaching & Scrum

PSM I / PSPO I (Scrum.org, LIFETIME), Scrum Master for 4+ concurrent teams, 400+ Sprint Plannings & Retrospectives, SM archetype assessment & coaching, SM community of practice facilitation, Retrospective-driven improvement cycles, Agile maturity assessment, 14 teams coached (career total)

Delivery & Program Management

Multi-team delivery coordination (up to 8 teams), Dependency board management, Release planning & milestone governance, DORA metrics (Deployment Frequency, Lead Time, MTTR, CFR), OKR / KPI definition & tracking, RAG dashboards & C-level reporting, Budget management up to \$100k/month, DoR / DoD as living team artefacts

People & Engineering Leadership

Team build & scaling (up to 11 FTE direct), 70+ technical interviews (go/no-go authority), 40+ promotion cycles managed, Individual career tracks & PDPs, Blameless post-mortem culture, Shift-left quality embedding, QA architecture oversight, SonarQube / Snyk quality gates

Metrics & Observability

EBM (Current Value, Unrealised Value, T2M, A2I), Flow metrics (WIP, Flow Velocity, Flow Efficiency), DORA metrics tracking & visualisation, Automation ROI measurement, Defect Containment Efficiency (DCE), Splunk, Datadog, Grafana dashboards, PI predictability tracking & improvement

Shift-Left & BA

IREB CPRE-FL, Testable Acceptance Criteria, Requirements Traceability, Feature & epic decomposition, Prioritisation: MoSCoW, WSJF, RICE, ICE, DoR / DoD / AC enrichment, 60%+ ambiguity caught pre-sprint, UAT programme design

Tooling & Platforms

Jira (admin + automation), Confluence (admin + automation), Azure DevOps (Boards, Pipelines, Test Plans), Jira Plan / Advanced Roadmaps, Miro, MS Project / Jira Timeline, Jellyfish, Allure / Datadog / Splunk

Domains

FinTech / Crypto / Algo Trading, iGaming / Sports Betting, E-commerce, Travel / Hospitality, Enterprise SaaS, EdTech, Healthcare (regulated)

PROFESSIONAL EXPERIENCE

Engineering Lead & SAFe Release Train Engineer | B2BROKER | FinTech / Crypto | Sep 2025 - Mar 2026
| Remote

- ▶ Coordinated delivery across 3 simultaneous ARTs with 8 teams (~60 FTE); facilitated 9 complete PI Planning cycles end-to-end - from pre-PI prep through PI retrospective.
- ▶ Maintained PI Predictability at 85%+ across all ARTs (SAFe benchmark 80%); managed cross-ART dependencies, release synchronisation, and inter-ART impediment resolution.
- ▶ Established ART-level risk register; reduced average impediment resolution time by 30%.
- ▶ Introduced EBM metrics framework (Current Value, Unrealised Value, Time-to-Market, Ability-to-Innovate); delivered engineering health dashboards to C-level.
- ▶ Embedded DoR standards with testable acceptance criteria as prerequisite for sprint entry across 8 teams; eliminated late-stage defect injection through shift-left practices.
- ▶ Built centralised Agile & QA knowledge base (Confluence): PI ceremony runbooks, DoR/DoD standards, master test strategies and onboarding materials - reducing onboarding time by ~20%.

QA Adviser & Senior Scrum Master | Quintegro LLC | Enterprise SaaS / Travel | Jun 2024 - Aug 2025 | Remote

- ▶ Served as Scrum Master and de-facto Agile program lead across 4 cross-functional teams (30+ FTE); increased delivery predictability by 25% through dependency management and DORA metrics implementation.
- ▶ Applied retrospective-driven improvement cycle (reveal / plan / action / review); enforced DoR/DoD as living team artefacts - cutting rework cycles by est. 15-20%.
- ▶ Reduced sprint admin overhead by 10% and time waste by 15-20% via Jira/Confluence automation; delivered monthly C-level dashboards and weekly SM/EM syncs.
- ▶ Caught 60%+ of ambiguity before sprint start by embedding testability reviews into story-refinement ceremonies; partnered with Product on roadmap alignment and backlog prioritisation (MoSCoW, WSJF).
- ▶ Operated as de-facto Engineering Manager: ran structured 1-1s, exit interviews, and assessed/coached SM team on delivery-ownership mindset vs ceremony compliance.

Release Train Engineer & QA/SDET Lead | EPAM Systems | FinTech, AI, E-commerce, Travel, iGaming, EdTech | Jun 2019 - May 2024 | Remote / Hybrid, Spain

- ▶ Launched SAFe from greenfield: ART design, team topology, role definition, coaching and onboarding - confirmed 20-30% delivery speed improvement and 15% velocity increase within 2 PIs.
- ▶ Identified and resolved organisational resistance: priority inflation, resource contention, scope creep; engaged Business Owners continuously across full PI lifecycle.
- ▶ Founded and led EPAM Spain Agile Unit: SM coaching practice, SM archetype assessment, SM community of practice, individual SM coaching plans.
- ▶ Conducted 70+ total interviews with go/no-go authority; managed 40+ promotion cycles; designed individual career tracks for QA/SDET and SM disciplines.
- ▶ Owned full test automation strategy across 4 concurrent projects - full regression reduced from 2 weeks to 8 hours; DCE 98%; 40%+ production defect reduction.
- ▶ Embedded SonarQube, Snyk, Dependabot into CI/CD; integrated Splunk for observability; established quality gates and release health dashboards across all teams.

Senior QA Lead, SDET & Business Analyst | DataArt Solutions | FinTech, iGaming, US Healthcare, E-commerce | Jul 2008 - May 2019 | Remote / Onsite, Poland

- ▶ Introduced and scaled Agile practices in outsourcing context (Scrum, Kanban, hybrid Waterfall-Agile); managed distributed international teams across 5 timezones.
- ▶ Coordinated subcontractor and vendor delivery: SLA definition, monitoring, escalation; managed client relationships up to C-level across fixed-scope, fixed-budget, and T&M contracts.
- ▶ Designed Agile communication frameworks that reduced release planning time by 25%; built and mentored QA/SDET teams from scratch (up to 10 direct reports).
- ▶ As Business Analyst - conducted onsite discovery workshops in Europe & USA; produced full BA artifact suite: SRS, use cases, user stories, BPMN, DFDs, RTMs.

CERTIFICATIONS

Agile & SAFe

- ▶ **Certified SAFe 6 Agilist (valid 2026-11-08)** - Scaled Agile
- ▶ **Professional Scrum Master I (PSM I)** - Scrum.org
- ▶ **Professional Scrum Product Owner I (PSPO I)** - Scrum.org
- ▶ **Scrum Master Professional Certificate (SMPC)** - CertiProf
- ▶ **Scrum Fundamentals Certified (SFC)** - SCRUMstudy

Quality & Testing

- ▶ **ISTQB CTAL-TM - Certified Tester Advanced Level: Test Manager** - ISTQB / GASQ
- ▶ **ISTQB CTFL - Certified Tester Foundation Level** - ISTQB / GASQ
- ▶ **IREB CPRE-FL - Certified Professional for Requirements Engineering** - IREB / GASQ

AI & Continuous Learning

- ▶ **Introduction to Model Context Protocol + MCP: Advanced Topics** - Anthropic
- ▶ **AI Fluency Framework and Foundations (accredited: UCC Ireland / Ringling College)** - Anthropic
- ▶ **Claude Code 101 + Claude Code in Action** - Anthropic

Leadership & Process

- ▶ **Six Sigma Yellow Belt (SSYB)** - 6sigmastudy
- ▶ **Negotiation Associate (NCN-A)** - NGstudy / VMEdU

SAFE AI & AGILE SKILL BADGES (SCALED AGILE, 2025-2026)

Empowering RTEs with AI	AI Skills for SAFe Practice Consultants	AI Skills for Scrum Masters / Team Coaches
Empowering Portfolio Leadership with AI	AI Skills for Product Owners	Empowering Product Management with AI
Establishing Team and ART Kanban Systems	Measuring Team and ART Flow	Understanding and Improving Flow
Prioritizing the ART Backlog	Writing Effective Features in SAFe	Design Thinking Fundamentals

EDUCATION & LANGUAGES

Master's Degree in Computer Systems and Networks - St. Petersburg State North-West Polytechnic University

Languages: Russian (Native), English (C1), Spanish (A2/B1), Polish (A2)

Community: Speaker at Agile / QA / BA events (DataArt, EPAM) - IT Career Coach

KEY TOOLS & PLATFORMS

Agile & Delivery: Jira (admin + automation), Confluence (admin + automation), Azure DevOps, Jira Plan / Advanced Roadmaps, Miro, MS Project

Metrics & Observability: Datadog, Splunk, Grafana, Jellyfish, DORA metrics dashboards, EBM metrics

CI / CD Awareness: Azure DevOps Pipelines, Jenkins, GitHub CI, Docker, SonarQube, Snyk

BA & Design: Miro, Balsamiq, Gliffy, Lucidchart, MS Visio, BPMN notation, UML notation

AI Tools: Claude Code, GitHub Copilot, ChatGPT / OpenAI, Latitude platform